

Request for Council Action

Originator Human Resources	Item Discussion of City Manager Evaluation Process
Agenda Section Organizational	Date 6/13/2016

Description

The City Council is asked to provide direction regarding how it wishes to conduct the City Manager's upcoming performance evaluation. A six-month performance evaluation was conducted last summer using DeYoung Consulting Services. At that time it was decided that the next review would be scheduled for twelve months out, making it due by August of 2016. Additionally, the Manager's current contract will be up for renewal on August 1.

One option would be to once again contract with DeYoung and to repeat essentially the same 360 review process that was utilized last year. The cost for this service in 2015 was \$8,500. If Council members would like a copy of the DeYoung report from last year, I would be happy to provide that.

Another option would be to defer the next 360 review until the summer of 2017 to allow more time for various initiatives that are currently underway (such as the Council's strategic planning effort and implementation of the High Performing Organization (HPO) model) to be fully implemented. In its place, the Council could meet in closed session to conduct a more streamlined evaluation in advance of the contract renewal process. If this option is selected, I can provide the Council with some performance review templates utilized by other cities for their city managers, to help everyone prepare for and structure the review. A suggested date for this approach would be to hold a closed session at the end of the regular July 25 City Council meeting.

Requested Action

The Council is asked to provide feedback and direction regarding the desired approach for the City Manager's performance review.

Attachments: